

Talking Paper On National Registered Apprenticeship

Background: The Federal Apprenticeship Act of 1937 authorizes the Federal Government, in cooperation with the States to oversee the nation's apprenticeship system. Apprenticeship in America can be described as a coalition of management, labor, and government that supports apprenticeship programs and enrolled apprentices. Today there are approximately 29,000 programs with 450,000 registered apprentices nationwide. The following information is provided as a means to help understand apprenticeship and that when used effectively it is a proven manner in which organizations can attract, train and retrain workers.

Discussion:

- Apprenticeship is a unique partnership of business and labor with government playing a support role.
- Apprenticeship provides a well-paying job as it develops marketable skills because they are employees – they are not training or attending school for a job that may or may not exist.
- Apprenticeship's basic features have broad applicability as an effective means of training workers – the features include:
 - Structured on-the-job training combined with related instruction.
 - Formal certification and award of journey worker credential upon completion.
 - Private sponsorship, tailored to industry yet flexible for the employer, with limited financial support from government.
 - Transfer of skills on-the-job through a mentor or skilled worker.
 - An agreement between the training sponsor and the apprentice defining the performance expectations, processes, and outcome of training.
- Apprenticeship is a system or a mode of training applicable to most occupations.
- Apprenticeship is often associated with the skilled trades, however apprenticeship is now available in over 950 other occupations to include the following:
 - Healthcare
 - Biotechnology
 - Financial Services
 - Geospatial
 - Nanotechnology
 - Hospitality
- Public investment in apprenticeship is an estimated \$38 million – a modest \$110.00 per apprentice.
- The return on investment in registered apprenticeship clearly outperforms other types of government-sponsored job training programs.
- In addition, because apprentices pay income taxes on their wages, it is estimated that for every \$1 the government invests it yields more than \$50 in revenues.
- Apprenticeship in Iowa.
 - Today – 4614 Registered apprentices in 460 programs (19% joint) (81% non-joint).
 - 2006-4387
 - 2005-4321
 - 2004-4069
 - 2003-4017
 - 2002-4235

Conclusion: Apprenticeship produces workers that are badly needed in an increasingly competitive, global economy. Awareness in the value of apprenticeship in Iowa should be increased – doing so will result in building a skilled workforce in Iowa for the 21st century.

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